



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	Henry Clay High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 16, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 9-11 were surveyed with a return rate of 60.7 percent. According to submitted documentation, the most recent sport and/or sport activities added have been boys' lacrosse, girls lacrosse, girls bowling, and dance. Reported documentation shows that Henry Clay High offers sixteen (16) varsity sport and/or sport activities for males and thirteen (13) for females. The total number of sport level opportunities is twenty-four for males and twenty-one for females. School administration were reminded of the importance of accurate team and roster submission so that submitted data may provide a complete school analysis for the area of Opportunities.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: There was written documentation of an equitable uniform review and/or replacement plan for all teams. Interviews with administration and viewed written documentation indicated that the teams of swim, tennis, fishing, and esports are purchased and retained by each student on a yearly basis. Written documentation stated that all uniform purchases are monitored by and require prior approval by the School Title IX Committee. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. A two-year review of reported spending for this category showed that approximately \$101.00 was spent per male athlete and approximately \$102.00 spent per female athlete.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities		X
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: Current and past viewed schedules showed overall equivalence and parity in the number of competitive event opportunities for the like sports. There was written evidence showing the equitable scheduling of the indoor hitting facility for baseball and softball. Interviews with administration indicated other shared facilities included the stadium turf field, the front grass field, and the gymnasium. There was computer evidence of a monthly master calendar which showed the usage times of various sports for practice and/or competitions, however, equitable usage and access could not be fully determined for the shared facilities. Interviews with students and coaches indicated a daily and/or weekly rotation time schedule for girls and boys basketball in utilizing the gymnasium.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation	X	
Provision for meals and housing	X	
Equity of spending		X

BENEFITS REVIEW- TRAVEL AND PER DIEM: There was written evidence and criteria for transport that was limited to self-student transport and parent transport to competitive events. Interviews with students and coaches indicated knowledge of teams using school bus and/or charter bus transport. Interviews also indicated the availability of pre-game meals for teams. There was written evidence for the provision for meal allowance. Documentation indicated a \$45.00/day meal allowance. There was no written evidence relative to the provision of housing (overnight stay) for teams. A review of spending could not be evaluated due to the incomplete reporting of expenditures in this category.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary schedule which showed overall equivalence in coaching stipend amounts and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for boys and 8:1 for girls. Interviews with administration indicated that Head Coaches are evaluated at the end of each sports season by the Athletic Director and Assistant Principal. A written evaluation tool is used for this process.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES		X
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas		X
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: There were three (3) viewed exclusive locker rooms for males; football, boys' basketball, and baseball. There were no exclusive locker rooms for female teams. Teams with no locker room assignment included softball, boys'/girls' tennis and boys'/girls' cross country. School administrators were reminded that restroom assignment as an alternate to locker room assignment is not acceptable. One of the key points of Title IX is that each student has a right for a safe and secure place to dress, and a public restroom does not meet that criterion. This benefit area was deficient on the previous two (2) audits due to the inequities and amenities between baseball and softball. A significant improvement was made with regard to the equitable usage and access of the indoor hitting facility for softball, however, interviews with administration indicated no current locker room assignment for softball or the use of the public restroom at the field site for that purpose. This area continues to remain deficient until locker room assignment can be made equitable. There was evidence of architecture drawings for an exclusive facility for softball to be built in the near future. School administrators were reminded to verify locker room availability at the off-campus sites for bowling, golf, and swimming. On-campus practice and competitive facilities include those for football, soccer, track, tennis, baseball, softball, basketball, wrestling, volleyball, and lacrosse. Off-campus practice and competitive facilities include those for cross country, bowling, swimming, and golf. The cross-country team may utilize the track and local park facilities for practice with all competitive meets held at away sites, the golf team utilizes Lakeside Golf Course for practice and competition, and the swim team practices at Millpond and may utilize Transylvania or University of Kentucky for competitive events. There is an indoor hitting facility that provides equitable usage and access by the softball and baseball teams. A schedule was in the school Title IX file and also posted at the site.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access		X
Weight room usage schedule		X
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: There is one (1) weight room that is located in the named Football Fieldhouse. This is a separate building on the main school campus. This building is also the location for the football locker room, football coaching offices, and storage areas. Interviews with student athletes and coaches indicated concern relative to the door location of the football locker room which opens into the entry area of the building that houses the weight room. Interviews indicated that sometimes female athletes would need to wait outside, prior to entry, because the male athletes were in the locker room with the door open. Upon receipt of this report, school administration should address the entry situation leading into the 'football fieldhouse' so as to ensure the safety of female athletes entering the building. There was one viewed schedule showing usage by the football, boys track team, and girls track team in one time slot. Interviews with student athletes and coaches indicated usage of the weight room, however, a schedule and/or guideline ensuring the equitable usage and access was not available. Usage of the weight room was part of the viewed computer master schedule, however, due to the total complexity of the calendar, equitable usage and/or access could not be determined. There appeared to be appropriate weight equipment for female use. Interviews with administration indicated that athletic training services are provided thru a contract with UK Sports Medicine. A trainer is on site daily and at all home competitive events. Interviews with administration indicated that student athlete physicals are obtained by each individual student.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: Interviews with administration indicated the equitable scheduling and oversight of cheer and dance as support groups for football, girls' basketball, and boys' basketball games. There was a written document that showed awards and end-of-season recognition that was conducted by each team; however, it did not include a guideline that would ensure overall equity. There was also viewed banner display in the gym, however, criteria for such were not viewed in the school Title IX file. There was viewed written evidence for the display for the Wall of Fame recognition that included the specifics relative to state and/or individual champion, player of the year, collegiate national champion, professional player, Olympian, and World team member. A two-year review of reported spending showed that approximately \$36.00 was spent per male athlete and approximately \$40.00 was spent per female athlete.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES		X
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support		X
Overall spending for athletic support		X

BENEFITS REVIEW- SUPPORT SERVICES: The availability and assignment of office space appeared to be equitable. Interviews with administration indicated that all teams have booster clubs with external accounts except for tennis, bowling, and esports. There was evidence of team booster agreements in the school Title IX file. Interviews with administration indicated that any booster purchase over \$500.00 required prior approval by the Title IX Committee. A two-year review of spending could not be determined due to incomplete and/or inaccurate reporting of school and/or booster expenditures in the categories of Travel/Per Diem and Total Salaries.

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
<u>Support Services:</u>	Please submit a complete and total listing of coaching salary compensation for all teams for the 2021-2022 school year. This would include the totals (district and booster funds) for all head and assistant coaching positions. Travel and Per Diem expenditures will be evaluated and examined upon receipt of the 2023 Annual Report.	May, 15 2023 Submit to kjohnston@khsaa.org

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
<u>Locker Rooms -</u>	Please submit a complete listing of locker room assignment for <u>all</u> teams, on and off campus. Please submit a specific timeline for construction and completion of the softball facility. This should also include any and all amenities to be included in the proposed softball facility.	May 15, 2023 Submit to kjohnston@khsaa.org.

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>Scheduling of Shared Facilities: Please submit a guideline which would insure the administrative monitoring and equitable scheduling of the shared facilities. This may include, but not be limited to, priority use for teams in season, daily and/or weekly rotation, time availability, etc.</p>	<p>May 15, 2023</p> <p>Submit to kjohnston@khsaa.org</p>
<p>Travel Mode of Transport: Please submit a guideline which would insure administrative oversight relative to the parameters for modes of transport. This may include, but not be limited to, school bus, charter bus, van, airplane, etc.</p>	<p>May 15, 2023</p> <p>Submit to kjohnston@khsaa.org</p>
<p>Per Diem Housing: Please submit a guideline that would include insure administrative oversight relative to the parameters for housing (overnight stay). This may include, but not be limited to, hotel quality, interior corridors, number of students per room, free WIFI, free breakfast, etc.</p>	<p>May 15, 2023</p> <p>Submit to kjohnston@khsaa.org</p>
<p>Weight Room Usage: Please submit a guideline and/or schedule which would insure the administrative monitoring for equitable usage and access to the weight room by all teams. This may include, but not be limited to, gender assignment, team assignment, season priority usage, etc. Upon submission, this guideline should include the signature of all head coaches, acknowledging receipt and understanding of the guideline.</p>	<p>May 15, 2023</p> <p>Submit to kjohnston@khsaa.org</p>
<p>Publicity / Recognition: Please submit a guideline that would insure the administrative oversight for student recognition. This may include, but not be limited to, end-of-season award banquets, banner display, team trophy display, school student athlete awards to be presented, etc.</p>	<p>May 15, 2023</p> <p>Submit to kjohnston@khsaa.org</p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Ashley Garrard	Head Coach – Girls Basketball
Tommy Craft	Coach – girls/boys Cross Country
Luke DiNardo	Student Athlete – football, track
Ella Kirlew	Student Athlete – girls basketball
Rob Sayre	District Director of Athletics
Lisa Hager	Assistant Athletic Director
Kristian Junker	Athletic Director
Nick Johnson	Student Athlete - swim
Natalie Hoten	Student Athlete – girls soccer
Kelly Can Metre	Booster Club President – girls basketball
Karle DiNardo	Parent / Booster Member
Kathy Johnston	KHSAA – kjohnston@khsaa.org
Gary Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

There was viewed Emergency Action Plans for all athletic venues. There was written evidence of six (6) available AED units; concession area at the turf field, umpire room at the baseball field, gymnasium, main lobby, green hallway, and one is always with the trainer.

The public forum, scheduled for 3:00 pm, was held in the conference room area in the football fieldhouse. With no one in attendance, the audit team left Henry Clay High School at 3:15 pm.